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ABSTRACT

Information on 1,021 salary schedules for teachers from the 1,495 public school systems in the United States with enrollments of 6,000 or more during the 1978-79 school year is included in this report. Eight tables present data that are briefly analyzed in an introductory statement. Table 1 presents the estimated number of public school systems enrolling 6,000 or more pupils, ranked into five strata by enrollment, and indicate the number supplying salary data. Tables 2, 3, and 4 present mean and median scheduled minimum and maximum salaries, tabulated by teachers' levels of academic preparation, by enrollment grouping, and by geographic region. Tables 5 and 6 provide yearly comparisons of mean scheduled salaries tabulated by teachers' levels of academic preparation and by enrollment grouping, from 1968-69 through 1978-79, in terms of both actual dollar amounts and percentages of increase. Tables 7 and 8 present mean and median numbers of and amounts of increments in 1978-79 salary schedules, tabulated by teachers' levels of academic preparation. (PGD)

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SALARY SCHEDULES, 1978-79

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SALARY SCHEDULES, 1978-79

Information on 1,021 salary schedules for teachers from the 1,495 school systems in the United States with enrollments of 6,000 or more (Strata 1-5) is included in this Research Memo.

The response rate is 68.3 percent and ranges from 100.0 percent in Stratum 2 (50,000-99,999 enrollment) to 63.2 percent in Stratum 5 (6,000-11,999 enrollment). Table 1 indicates the response rate in each stratum.

Tables 2, 3, 7, and 8 summarize data on minimum and maximum scheduled salaries and increments for reporting systems of Strata 1-5 (enrollments of 6,000 or more). Table 2 gives *mean* scheduled salaries for reporting systems in each of the five enrollment strata. Table 3 gives *median* scheduled salaries for the same districts.

Mean scheduled salaries in Strata 1-3 (enrollment of 25,000 or more) increased 8.0 percent for the bachelor's degree scheduled minimum and 8.0 percent for the scheduled maximum. In Stratum 4 (12,000-24,999 enrollment) the minimum scheduled bachelor's degree salary increased by 7.0 percent, but the scheduled maximum increased by only 5.0 percent. The scheduled minimum salary increase for the bachelor's degree in Stratum 5 (6,000-11,999 enrollment) is also 7.0 percent, and the maximum increased by 6.0 percent.

The mean minimum scheduled bachelor's degree salary for reporting school systems with enrollments of 6,000 or more for 1978-79 is $10,138, an increase of 8.0 percent over 1977-78. For the maximum scheduled bachelor's degree salary, the comparable figure is $15,147, an increase of 5.0 percent over the previous year.

For 1978-79, reporting school systems of 6,000 or more enrollment have a scheduled master's degree minimum salary of $11,322, a 7.0 percent increase over 1977-78. The maximum scheduled mean salaries at the master's degree level increased 5.0 percent ($17,678 for 1978-79).

Table 4 provides scheduled salary mean and median minimums and maximums for all reporting systems in Strata 1 through 5, classified by regions. Scheduled salaries in the Southeast continue to be the lowest. The mean for the B.A. minimum is $9,762, with an index of 96.29 of the total of all regions. The mean for the master's degree maximum is lowest in the Southeast also. The mean scheduled salary in the Southeast is $14,875, with an index of 84.14 of the total of all regions. The Mideast has the highest mean scheduled salaries at the B.A. minimum ($10,678) and at the M.A. maximum ($20,293).

A summary comparison of scheduled *mean* salaries by preparation level from 1968-69 through 1978-79 for reporting systems with enrollments of 6,000 or more is provided in Table 5. Table 6 shows the index for these salaries, with 1968-69 salaries equaling 100.0

Tables 7 and 8 show the *number* of annual increments and the average *dollar amount*, respectively, for the major preparation classes.

The number of increments from minimum to maximum scheduled salaries ranges from a low of one in Stratum 4 for the B.A. degree to a high of 28 for all preparation levels in school systems with enrollments of from 6,000 to 11,999 (Stratum 5).

The mean increment varies greatly in reporting systems. The lowest reported mean increment for the B.A. is $48; the highest, $1,181, with a mean of $446. The mean increment reported for the M.A. is $491, with a low of $48 and a high of $1,259.

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TABLE 1.–ESTIMATED NUMBER OF OPERATING PUBLIC SCHOOL SYSTEMS ENROLLING 6,000 OR MORE PUPILS, AND NUMBER PROVIDING SALARY DATA FOR 1978-79

Enrollment stratification	Estimated number of operating systems	Reporting systems	
		Number	Percent of total
1	2	3	4
Stratum 1–100,000 or more	23	21	91.3
Stratum 2–50,000-99,999	48	48	100.0
Stratum 3–25,000-49,999	116	102	87.9
Total–Strata 1, 2, and 3	187	171	91.4
Stratum 4–12,000-24,999	356	248	69.7
Stratum 5–6,000-11,999	952	602	63.2
TOTAL–Strata 1 through 5	1,495	1,021	68.3

TABLE 2.–1978-79 MEAN SCHEDULED MINIMUM AND MAXIMUM SALARIES FOR TEACHERS, BY PREPARATION LEVEL AND BY ENROLLMENT GROUPING OF REPORTING SYSTEMS

Preparation level	Enrollment stratum						
	1– 100,000 or more	2– 50,000- 99,999	3– 25,000- 49,999	TOTAL 1, 2, and 3	4– 12,000- 24,999	5– 6,000- 11,999	TOTAL 1 through 5
1	2	3	4	5	6	7	8
Number of systems reporting	21	48	102	171	248	602	1,021
Bachelor's degree (or 4 years)							
Minimum	$10,454	$10,187	$10,197	$10,226	$10,187	$10,093	$10,138
Maximum	16,536	15,478	15,157	15,416	15,238	15,033	15,147
Master's degree (or 5 years)							
Minimum	11,373	11,243	11,268	11,274	11,389	11,306	11,322
Maximum	18,700	17,380	17,416	17,561	17,997	17,576	17,678
Six years							
Minimum	12,246	12,031	12,334	12,239	12,224	12,306	12,274
Maximum	20,156	18,568	19,078	19,070	19,562	19,114	19,222
Doctor's degree (or 7 years)							
Minimum	13,190	12,832	12,826	12,889	12,898	12,995	12,946
Maximum	21,171	19,688	19,946	20,060	20,613	20,115	20,232

TABLE 3.–1978-79 MEDIAN SCHEDULED MINIMUM AND MAXIMUM SALARIES FOR TEACHERS, BY PREPARATION LEVEL AND BY ENROLLMENT GROUPING OF REPORTING SYSTEMS.

Preparation level	Enrollment stratum						
	1– 100,000 or more	2– 50,000- 99,999	3– 25,000- 49,999	TOTAL 1, 2, and 3	4– 12,000- 24,999	5– 6,000- 11,999	TOTAL 1 through 5
	2	3	4	5	6	7	8
Number of systems reporting	21	48	102	171	248	602	1,021
Bachelor's degree (or 4 years)							
Minimum	$10,380	$10,175	$10,024	$10,110	$10,147	$10,000	$10,050
Maximum	16,136	15,628	14,902	15,134	14,816	14,679	14,840
Master's degree (or 5 years)							
Minimum	11,024	11,163	11,220	11,193	11,313	11,121	11,192
Maximum	18,279	17,411	17,076	17,409	18,104	17,480	17,650
Six years							
Minimum	12,200	11,820	12,105	12,047	12,138	12,200	12,168
Maximum	20,142	19,143	19,185	19,213	19,998	19,018	19,399
Doctor's degree (or 7 years)							
Minimum	13,000	12,805	12,814	12,850	12,664	12,812	12,805
Maximum	21,970	20,252	19,587	20,250	20,604	19,958	20,237

TABLE 4.–1978-79 MEAN AND MEDIAN SCHEDULED SALARIES FOR TEACHERS, BY GEOGRAPHIC REGION,[a] REPORTING SYSTEMS WITH ENROLLMENTS OF 6,000 OR MORE (STRATA 1-5)

Preparation level	New England	Mid-east	South-east	Great Lakes	Plains	South-west	Rocky Mountain	Far West	Total All regions
1	2	3	4	5	6	7	8	9	10
Number of systems reporting	79	156	290	118	84	54	21	219	1,021
Percent of total	7.7	15.3	28.4	11.6	8.2	5.3	2.1	21.4	100.0
Bachelor's degree minimum									
Mean	$10,110	$10,678	$ 9,762	$10,449	$ 9,840	$ 9,794	$10,129	$10,303	$10,138
Median	10,000	10,650	9,632	10,320	9,850	9,800	10,000	10,303	10,050
Range:									
Low	8,800	7,849	8,465	9,000	8,850	8,900	9,300	8,754	7,849
High	11,659	13,071	11,721	12,239	10,880	10,705	11,060	16,181	16,181
Master's degree maximum									
Mean	18,463	20,293	14,875	19,585	18,780	16,173	17,670	18,232	17,678
Median	18,430	20,289	14,772	18,971	18,519	16,122	17,850	18,013	17,650
Range:									
Low	15,892	14,868	11,700	16,028	14,220	13,430	15,186	15,260	11,700
High	22,947	28,484	23,591	24,600	22,926	19,181	22,637	26,051	28,484
Maximum for highest preparation level recognized									
Mean	20,347	22,654	17,205	21,947	22,512	18,749	22,298	21,696	20,232
Median	19,950	22,151	17,325	21,484	22,523	19,900	22,100	21,607	20,237
Range:									
Low	17,035	16,300	13,325	17,030	16,560	14,460	19,503	18,004	13,325
High	25,550	32,766	25,972	26,885	26,732	23,044	27,656	31,715	32,766
INDEX–MEAN SCHEDULED SALARY FOR ALL REGIONS EQUALS 100.0									
Bachelor's degree minimum	99.72	105.33	96.29	103.07	97.06	96.61	99.91	101.63	100.00
Master's degree maximum	104.44	114.79	84.14	110.79	106.23	91.49	99.95	103.13	100.00
Maximum for highest preparation level recognized	100.57	111.97	85.04	108.48	111.27	92.67	110.21	107.24	100.00

[a]NEW ENGLAND: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
MIDEAST: Delaware, Maryland, New Jersey, New York, Pennsylvania, the District of Columbia.
SOUTHEAST: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia.
GREAT LAKES: Illinois, Indiana, Michigan, Ohio, Wisconsin.
PLAINS: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota.
SOUTHWEST: Arizona, New Mexico, Oklahoma, Texas.
ROCKY MOUNTAIN: Colorado, Idaho, Montana, Utah, Wyoming.
FAR WEST: California, Nevada, Oregon, Washington, Alaska, Hawaii.

TABLE 5.–COMPARISON OF MEAN SCHEDULED SALARIES, 1968-69 THROUGH 1978-79

Enrollment stratum and preparation level	1968-69	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79
1	2	3	4	5	6	7	8	9	10	11	12
STRATA 1, 2, and 3 (enrollment 25,000 or more)											
Number of reporting systems[a]	168	171	183	180	179	185	188	159	139	164	171
Mean scheduled salary for:											
Bachelor's degree											
Minimum	$ 6,02[illegible]	$ 6,465	$ 6,921	$ 7,126	$ 7,389	$ 7,706	$ 8,222	$ 8,861	$ 9,224	$ 9,783	$10,226
Maximum	8,976	9,500	10,293	10,559	11,008	11,515	12,366	13,442	13,888	14,680	15,416
Master's degree											
Minimum	6,613	7,109	7,653	7,893	8,186	8,554	9,136	9,815	10,240	10,788	11,274
Maximum	10,147	10,836	11,809	12,168	12,679	13,286	14,313	15,421	15,890	16,810	17,561
Six years (M.A. + 30)											
Minimum	7,139	7,622	8,218	8,461	8,805	9,314	9,835	10,576	11,146	11,695	12,239
Maximum	11,175	11,923	12,963	13,326	13,960	14,440	15,552	16,868	17,174	18,160	19,070
Doctor's degree[b]											
Minimum	7,442	7,932	8,594	8,838	9,161	10,034	10,403	11,089	11,669	12,357	12,889
Maximum	11,581	12,250	13,437	13,721	14,286	15,184	15,215	17,385	18,067	19,339	20,060
STRATUM 4 (enrollment 12,000-24,999)											
Number of reporting systems[a]	324	307	318	315	343	357	346	253	160	216	248
Mean scheduled salary for:											
Bachelor's degree											
Minimum	$ 5,9[illegible]1	$ 6,420	$ 6,893	$ 7,120	$ 7,395	$ 7,729	$ 8,214	$ 8,804	$ 9,3[illegible]5	$ 9,792	$10,187
Maximum	8,713	9,313	10,090	10,383	10,825	11,489	12,261	12,953	14,197	14,842	15,238
Master's degree											
Minimum	6,580	7,132	7,675	7,911	8,230	8,629	9,139	9,822	10,472	10,983	11,389
Maximum	10,045	10,853	11,776	12,150	12,711	13,502	14,364	15,344	16,408	17,558	17,997
Six years (M.A. + 30)											
Minimum	7,220	7,805	8,345	8,573	8,937	9,467	9,907	10,653	11,373	11,826	12,224
Maximum	11,375	12,237	13,074	13,482	14,105	14,827	15,807	16,909	17,934	19,067	19,562
Doctor's degree[b]											
Minimum	7,517	8,175	8,804	9,037	9,492	10,146	10,608	11,433	12,304	12,528	12,898
Maximum	11,648	12,633	13,579	13,994	14,770	15,746	16,593	17,900	19,427	20,206	20,613
STRATUM 5 (enrollment 6,000-11,999)											
Number of reporting systems[a]	707	664	675	683	718	810	807	554	460	515	602
Mean scheduled salary for:											
Bachelor's degree											
Minimum	$ 5,906	$ 6,344	$ 6,811	$ 7,017	$ 7,331	$ 7,719	$ 8,244	$ 8,725	$ 9,13[illegible]	$ 9,658	$10,093
Maximum	8,612	9,204	9,899	10,192	10,682	11,377	12,218	12,691	13,396	14,587	15,033
Master's degree											
Minimum	6,514	7,010	7,547	7,787	8,148	8,574	9,174	9,780	10,217	10,796	11,306
Maximum	9,912	10,624	11,513	11,840	12,462	13,221	14,225	15,014	15,615	17,063	17,576
Six years (M.A. + 30)											
Minimum	7,126	7,625	8,240	8,477	8,868	9,454	9,996	10,698	11,151	11,776	12,306
Maximum	11,248	11,914	12,929	13,214	13,831	14,558	15,606	16,482	16,804	18,435	19,114
Doctor's degree[b]											
Minimum	7,457	8,074	8,712	8,939	9,447	10,252	10,806	11,568	12,167	12,608	12,995
Maximum	11,584	12,446	13,408	13,741	14,556	15,441	16,589	18,045	18,766	19,748	20,115
TOTAL, STRATA 1-5 (enrollment 6,000 or more)											
Number of reporting systems[a]	1,199	1,142	1,176	1,179	1,240	1,352	1,341	966	759	895	1,021
Mean scheduled salary for:											
Bachelor's degree											
Minimum	$ 5,941	$ 6,383	$ 6,850	$ 7,061	$ 7,357	$ 7,720	$ 8,233	$ 8,768	$ 9,200	$ 9,713	$10,138
Maximum	8,690	9,278	10,012	10,299	10,768	11,425	12,250	12,883	13,655	14,666	15,147
Master's degree											
Minimum	6,546	7,058	7,599	7,837	8,176	8,586	9,159	9,797	10,274	10,840	11,322
Maximum	9,981	10,717	11,630	11,973	12,563	13,303	14,273	15,166	15,832	17,137	17,678
Six years (M.A. + 30)											
Minimum	7,154	7,673	8,266	8,501	8,878	9,437	9,950	10,666	11,199	11,774	12,274
Maximum	11,273	12,002	12,975	13,308	13,928	14,674	15,651	16,660	17,111	18,548	19,222
Doctor's degree[b]											
Minimum	7,471	8,070	8,712	8,943	9,402	10,183	10,674	11,413	12,063	12,529	12,946
Maximum	11,602	12,452	13,461	13,805	14,562	15,478	16,519	17,846	18,720	19,767	20,232

[a]Not all systems report all preparation levels.
[b]For earned doctor's degree or seven years of preparation.

TABLE 6.–COMPARISON OF MEAN SCHEDULED SALARIES, 1968-69 THROUGH 1978-79 (Index: 1968-69=100.00)

Enrollment stratum and preparation level	1968-69	1969-70	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79
1	2	3	4	5	6	7	8	9	10	11	12
STRATA 1, 2, and 3 (enrollment 25,000 or more)											
Number of reporting systems[a]	168	171	183	180	179	185	188	159	139	164	171
Mean scheduled salary for:											
Bachelor's degree											
Minimum	1.00	1.07	1.15	1.18	1.23	1.28	1.36	1.47	1.53	1.62	1.70
Maximum	1.00	1.06	1.15	1.18	1.23	1.28	1.38	1.50	1.55	1.64	1.72
Master's degree											
Minimum	1.00	1.08	1.16	1.19	1.24	1.29	1.38	1.48	1.55	1.63	1.70
Maximum	1.00	1.07	1.16	1.20	1.25	1.31	1.41	1.52	1.57	1.66	1.73
Six years (M.A. + 30)											
Minimum	1.00	1.07	1.15	1.19	1.23	1.30	1.38	1.48	1.56	1.64	1.71
Maximum	1.00	1.07	1.16	1.19	1.25	1.29	1.39	1.51	1.54	1.63	1.71
Doctor's degree[b]											
Minimum	1.00	1.07	1.15	1.19	1.23	1.35	1.40	1.49	1.57	1.66	1.73
Maximum	1.00	1.06	1.16	1.18	1.23	1.31	1.31	1.50	1.56	1.67	1.73
STRATUM 4 (enrollment 12,000-24,999)											
Number of reporting systems[a]	324	307	318	316	343	357	346	253	160	216	248
Bachelor's degree											
Minimum	1.00	1.08	1.15	1.19	1.24	1.29	1.38	1.47	1.57	1.64	1.71
Maximum	1.00	1.07	1.16	1.19	1.24	1.32	1.41	1.49	1.63	1.70	1.75
Master's degree											
Minimum	1.00	1.08	1.17	1.20	1.25	1.31	1.39	1.49	1.59	1.67	1.73
Maximum	1.00	1.08	1.17	1.21	1.27	1.34	1.43	1.53	1.63	1.75	1.79
Six years (M.A. + 30)											
Minimum	1.00	1.08	1.16	1.19	1.24	1.31	1.37	1.48	1.58	1.64	1.69
Maximum	1.00	1.08	1.15	1.19	1.24	1.30	1.39	1.49	1.58	1.68	1.72
Doctor's degree[b]											
Minimum	1.00	1.09	1.17	1.20	1.26	1.35	1.41	1.52	1.64	1.67	1.72
Maximum	1.00	1.08	1.17	1.20	1.27	1.35	1.42	1.54	1.67	1.73	1.77
STRATUM 5 (enrollment 6,000-11,999)											
Number of reporting systems[a]	707	664	675	683	718	810	807	554	460	515	602
Mean scheduled salary for:											
Bachelor's degree											
Minimum	1.00	1.07	1.15	1.19	1.24	1.31	1.40	1.48	1.55	1.64	1.71
Maximum	1.00	1.07	1.15	1.18	1.24	1.32	1.42	1.47	1.56	1.69	1.75
Master's degree											
Minimum	1.00	1.08	1.16	1.20	1.25	1.32	1.41	1.50	1.57	1.66	1.74
Maximum	1.00	1.07	1.16	1.19	1.26	1.33	1.44	1.51	1.58	1.72	1.77
Six years (M.A. + 30)											
Minimum	1.00	1.07	1.16	1.19	1.24	1.33	1.40	1.50	1.56	1.65	1.73
Maximum	1.00	1.06	1.15	1.17	1.23	1.29	1.39	1.47	1.49	1.64	1.70
Doctor's degree[b]											
Minimum	1.00	1.08	1.17	1.20	1.27	1.37	1.45	1.55	1.63	1.69	1.74
Maximum	1.00	1.07	1.16	1.19	1.26	1.33	1.43	1.56	1.62	1.70	1.74
TOTAL, Strata 1-5 (enrollment 6,000 or more)											
Number of reporting systems[a]	1,199	1,142	1,176	1,179	1,240	1,352	1,341	966	759	895	1,021
Mean scheduled salary for:											
Bachelor's degree											
Minimum	1.00	1.07	1.15	1.19	1.24	1.30	1.39	1.48	1.55	1.63	1.71
Maximum	1.00	1.07	1.15	1.19	1.24	1.31	1.41	1.48	1.57	1.69	1.74
Master's degree											
Minimum	1.00	1.08	1.16	1.20	1.25	1.31	1.40	1.50	1.57	1.66	1.73
Maximum	1.00	1.07	1.17	1.20	1.26	1.33	1.43	1.52	1.59	1.72	1.77
Six years (M.A. + 30)											
Minimum	1.00	1.07	1.16	1.19	1.24	1.32	1.39	1.49	1.57	1.65	1.72
Maximum	1.00	1.06	1.15	1.18	1.24	1.30	1.39	1.48	1.52	1.65	1.71
Doctor's degree[b]											
Minimum	1.00	1.08	1.17	1.20	1.26	1.36	1.43	1.53	1.61	1.68	1.73
Maximum	1.00	1.07	1.16	1.19	1.26	1.33	1.42	1.54	1.61	1.70	1.74

[a]Not all systems report all preparation levels.

[b]For earned doctor's degree or seven years of preparation.

TABLE 7.–MEAN AND MEDIAN NUMBER OF INCREMENTS IN 1978-79 SALARY SCHEDULES, BY TEACHER PREPARATION LEVEL

Teacher preparation level	Enrollment stratum						
	1– 100,000 or more	2– 50,000- 99,999	3– 25,000- 49,999	TOTAL, 1, 2, and 3	4– 12,000- 24,999	5– 6,000- 11,999	TOTAL, 1 through 5
1	2	3	4	5	6	7	8
Bachelor's degree							
Mean number of increments	13	13	12	12	11	12	12
Median number of increments ..	12	13	12	12	11	12	12
Range:							
Low	6	5	4	4	1	3	1
High	26	24	25	26	21	28	28
Master's degree							
Mean number of increments	14	14	14	14	13	13	13
Median number of increments ..	14	14	13	14	13	13	13
Range:							
Low	8	7	8	7	6	4	4
High	26	24	25	26	21	28	28
Six years							
Mean number of increments	15	14	14	14	14	14	14
Median number of increments ..	14	13	13	13	14	13	14
Range:							
Low	8	8	8	8	4	4	4
High	26	24	25	26	21	28	28
Doctor's degree (or 7 years)							
Mean number of increments	14	14	14	14	14	14	14
Median number of increments ..	14	14	14	14	13	13	13
Range:							
Low	8	9	7	7	8	4	4
High	26	24	25	26	20	28	28

TABLE 8.–MEAN AND MEDIAN AMOUNT OF INCREMENTS IN 1978-79 SALARY SCHEDULES, BY TEACHER PREPARATION LEVEL

Teacher preparation level	Enrollment stratum						
	1– 100,000 or more	2– 50,000- 99,999	3– 25,000- 49,999	TOTAL, 1, 2, and 3	4– 12,000- 24,999	5– 6,000- 11,999	TOTAL, 1 through 5
1	2	3	4	5	6	7	8
Bachelor's degree							
Mean amount of increments	$498	$430	$ 444	$ 447	$ 467	$ 436	$ 446
Median amount of increments ..	500	425	424	450	482	453	460
Range:							
Low	147	124	111	111	100	48	48
High	765	900	906	906	1,181	1,002	1,181
Master's degree							
Mean amount of increments	532	464	479	481	518	482	491
Median amount of increments ..	524	434	471	479	519	502	501
Range							
Low	141	124	111	111	100	48	48
High	930	966	1,155	1,155	1,269	1,242	1,269
Six years							
Mean amount of increments	557	479	504	504	534	502	511
Median amount of increments ..	600	473	514	505	539	520	522
Range:							
Low	141	124	148	124	100	20	20
High	882	966	998	998	1,269	1,255	1,269
Doctor's degree (or 7 years)							
Mean amount of increments	576	500	514	520	565	526	535
Median amount of increments ..	662	496	464	500	555	513	527
Range:							
Low	141	162	111	111	221	88	88
High	882	966	1,354	1,354	1,236	1,341	1,354